

## HUMAN RIGHTS (29)

### AGENCY PLAN MISSION, GOALS AND BUDGET SUMMARY

#### AGENCY MISSION:

To remove discriminatory barriers through innovative, high-quality, customer-driven programs, that foster economic opportunity and empowerment and benefit Detroit residents, visitors, and the entrepreneurial sector of local economy.

#### AGENCY GOALS:

1. Establish, promote, and facilitate partnerships by creating linkages between the activities of our agency and the needs of our customer base – the residents, businesses, and visitors of the City.
2. Maximize Detroit residents, minorities and female participation on City of Detroit publicly funded construction projects by proactively monitoring hiring practices.
3. Create a business environment that fosters economic development and provides growth opportunities for Detroit-based, Small, Minority-owned and Women-owned Business Enterprises.
4. Design, implement, and manage a *comprehensive* violation complaint program addressing discrimination and harassment; and manage the investigation and evaluation of employment practices of potential City of Detroit vendors.

#### AGENCY FINANCIAL SUMMARY:

2002-03 <u>Requested</u>		2001-02 <u>Budget</u>	2002-03 <u>Recommended</u>	Increase (Decrease)
\$ 2,413,455	City Appropriations	\$ 2,141,980	\$ 1,992,320	\$ (149,660)
\$ 2,413,455	Total Appropriations	\$ 2,141,980	\$ 1,992,320	\$ (149,660)
\$ 13,500	City Revenues	\$ 13,500	\$ 13,500	\$ -
\$ 13,500	Total Revenues	\$ 13,500	\$ 13,500	\$ -
\$ 2,399,955	NET TAX COST:	\$ 2,128,480	<u>\$ 1,978,820</u>	\$ (149,660)

#### AGENCY EMPLOYEE STATISTICS:

2002-03 <u>Requested</u>		2001-02 <u>Budget</u>	04-01-02 <u>Actual</u>	2002-03 <u>Recommended</u>	Increase (Decrease)
<u>30</u>	City Positions	<u>30</u>	<u>25</u>	<u>27</u>	<u>(3)</u>
30	Total Positions	30	25	27	(3)

#### ACTIVITIES IN THIS AGENCY:

	2001-02 <u>Budget</u>	2002-03 <u>Recommended</u>	Increase (Decrease)
Administration	\$ 514,732	\$ 508,265	\$ (6,467)
Contract Compliance	<u>1,627,248</u>	<u>1,484,055</u>	<u>(143,193)</u>
Total Appropriations	\$ 2,141,980	\$ 1,992,320	\$ (149,660)

## **HUMAN RIGHTS (29)**

### ***ADMINISTRATION ACTIVITY INFORMATION***

#### **ACTIVITY DESCRIPTION: ADMINISTRATION**

The Department Administration, working with the City of Detroit's Human Rights Commission, establishes policies, rules and procedures for the Department, directing the implementation of changes to enhance efficiency. The Administration monitors the effectiveness of Division supervisors. It also prepares, reviews and approves the Department's budget before its submission to the Mayor.

#### **GOALS AND OBJECTIVES:**

Establish, promote, and facilitate partnerships by creating linkages between the activities of our agency and the needs of our customer base – the residents, businesses, and visitors to the City.

#### **MAJOR INITIATIVES:**

The HRD's Information Network will strive to link Detroit residents and businesses with career training and business opportunities. Extensive outreach will be done to inform Detroit residents and the business community about employment, training and business opportunities. Awareness of civil & human rights will be increased, and the department will help foster diversity.

The HRD will establish better ways of partnering with the disabled community and spearheading better access to City services by the disabled community.

#### **PLANNING FOR THE FUTURE:**

The Human Rights Department will need to increase our staff to the 37 FTE positions consistent with the recommendations of the organization assessment done by the Human Resources Department in conjunction with D. J. Miller. No other Human Rights agency has as many functions as we have, with contract compliance as well as human rights and complaint violation. The same responsibilities the Human Rights Department had even a couple of years ago have become bigger and more comprehensive due to external stimulus and also to internal quality improvements. The HRD has taken on exciting new responsibilities that will make our work even more valuable to Detroit.

The current recession will create a greater need for certification, compliance review, and proactive outreach and partnerships. As job and business opportunities tighten, Detroit will need the Human Rights Department to ensure that Detroit is not disproportionately hurt by the slowdown. We will also need to have proactive business opportunities operating prior to the inevitable resumption of the construction boom.

## HUMAN RIGHTS (29)

### ADMINISTRATION MEASURES AND TARGETS

Goals: Measures	1999-00 Actual	2000-01 Actual	2001-02 Projection	2002-03 Target
Establish, promote, and facilitate partnerships by creating linkages between the activities of our agency and the needs of our customer base-the residents, businesses, and visitors to the City:				
Meetings with developers, contractors and businesses	5	249	255	310
Diversity meetings with Trade Unions	21	32	45	50
Partnership with community groups	7	21	35	40
Partnership with ecumenical community	6	19	35	40
Partnership with City Agencies	5	7	10	15
<b>Activity Costs</b>	<b>\$525,550</b>	<b>\$443,684</b>	<b>\$514,732</b>	<b>\$508,265</b>

## **HUMAN RIGHTS (29)**

### ***CONTRACT COMPLIANCE ACTIVITY INFORMATION***

#### **ACTIVITY DESCRIPTION: CONTRACT COMPLIANCE**

This activity enforces Executive Orders and monitors affirmative action. Executive Order No. 4 (Detroit-Based and Small Business Certification), Executive Order No. 14 (Minority-owned and Women-owned Business Certification) and Executive Order No. 22 (Employment of Local Labor on Publicly Funded Construction Projects) are administered and enforced by staff. Staff also provide program management for the monitoring of vendor workforces for companies seeking City contract awards or tax abatement relief, and review of City of Detroit department labor forces for equal employment opportunity compliance. The aim is to ensure equitable representation of minorities and females consistent with local, state and federal equal employment opportunity policies. Staff receives and investigates complaint violations for residents and visitors to Detroit based on Article 27 of the City's Code.

#### **GOALS AND OBJECTIVES:**

1. Maximize Detroit residents, minorities and female participation on City of Detroit publicly funded construction projects by proactively monitoring hiring practices.
2. Create a business environment that fosters economic development and provides growth opportunities for Detroit-based, Small, Minority-owned and Women-owned Business Enterprises (D/SBEs and M/WBEs).
3. Design, implement, and manage a *comprehensive* violation complaint program addressing discrimination and harassment; and manage the investigation and evaluation of employment practices of potential City of Detroit vendors.

#### **MAJOR INITIATIVES:**

Our new M/WBE Certification program began this fiscal year. While this entails much work, it greatly increases the value of our Certified Business Register and our potential to diversify and strengthen the local economy.

Our growing responsibility to promote diversity in the private sector combines our efforts to create links between the City and the business community and the time consuming work of auditing private efforts to build diversity.

The HRD has a new Mediation / early dispute resolution program. The HRD plans to enhance our complaint violation services by including an Appeal and Default Complaint Violation process in collaboration with the City Law Department.

#### **PLANNING FOR THE FUTURE:**

Despite cutbacks, the Human Rights Department will continue, on a limited basis, to develop databases to improve efficiency and to link HRD programs to obtain data and reports that will help us further Detroit's equal opportunity and economic goals. The cutbacks make efficiency and productivity development even more important.

## HUMAN RIGHTS (29)

### CONTRACT COMPLIANCE MEASURES AND TARGETS

Goals: Measures	1999-00 Actual	2000-01 Actual	2001-02 Projection	2002-03 Target
Maximize Detroit residents, minorities and female participation on City of Detroit publicly funded construction projects by proactively monitoring hiring practices:				
Total number of projects monitored	171	174	180	185
Total number of construction hours monitored	2,568,601	4,871,195	5,000,000	5,500,000
Detroit resident construction hours	1,232,928	1,540,929	1,600,000	1,650,000
Minority construction hours	976,068	1,709,216	1,900,000	1,950,000
Women construction hours	236,860	204,636	250,000	275,000
Create a business environment that fosters economic development and provides growth Opportunities for Detroit-based, Small, Minority-owned, and Women-owned Business Enterprises:				
D/SBP certified businesses	215	259	275	400
D/SBP applications received	231	243	300	450
M/WBE certified businesses	NA	NA	200	450
M/WBE applications received	NA	NA	220	495
Design, implement, and manage a comprehensive violation complaint program addressing discrimination and harassment; and manage the investigation and evaluation of employment practices of potential City of Detroit vendors:				
Companies granted Affirmative Action clearances.	1,134	985	900	900
Affirmative Action evaluation completed.	1,360	1249	1000	1000
Complaint violations resolved/closed	60	50	40	40
Blanket clearances	225	46	70	80
<b>Activity Costs</b>	<b>\$1,039,315</b>	<b>\$1,349,427</b>	<b>\$1,627,248</b>	<b>\$1,484,055</b>